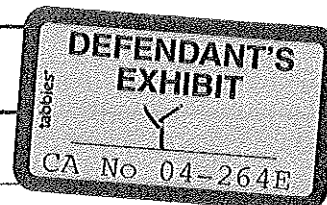


EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Rosena Wagner</u> Areas of Certification <u>Elem. Ed.</u>	Position Applied for _____ Name of Interviewer _____ Date of this Interview <u>3-11-04</u>
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	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
COMMENTS: <i>across curriculum, mentioned most components.</i> <i>standards - all aspects of curriculum.</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>- Explain procedures 1st week of sch. Release & reinforce.</i> <i>Post rules/consequences.</i> <i>- Vary teaching style to accommodate diverse learners.</i> <i>grouping - strengths & weaknesses - Ind. needs. / modif. & adaptations</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Various informal discussed,</i> <i>- Vary activities. guided rdg. / cooperative Lrng.</i> <i>One on one along w/ whole class instruction.</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: <i>Special ed.</i> <i>maybe masters in admin.</i> <i>Integrity - honest & sincere</i> <i>Team - working as one cooperatively.</i> <i>Conf - stays in this room. St. record - not dated w/ others unless directly involved.</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ 1/

☒ 17/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Becky Kelly</u>	Position Applied for <u>Gifted Ed</u>
Areas of Certification <u>Early Childhood degree, Autism, Software Tech for Spec. Ed., GTEP writing</u>	
Name of Interviewer <u>Kurt Meader</u>	
Date of this Interview <u>5-3-04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>Standards- differentiated instruction opportunity. more student along continuum.</u> <u>Assessment - drive instruction - basis of knowing where stud. is.</u>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>High Quality - each will be different. Use rubrics, projects will be different.</u> <u>Mgt. System. - set expectations. Set tone for entire classroom.</u>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <u>Model - ch. 16 says we need to do more individualization.</u> <u>Reg ed, admin, Gifted schrs. Cooperation needed.</u> <u>eg, acceleration, compacting, etc...</u> <u>Instruction - variety to meet each ind. needs. Bloom's Taxonomy.</u> <u>accelerate content & broaden experience. Change process of delivery - similar to other spec. ed.</u> <u>Technology - essential today. Push them move along</u>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: <i>Master's degree. Act 48 hours for. Columbia/Purdue. Searching online for gifted. (not in PA)</i> <i>Integrity - honest relationships w/ admin / parents / students - Confidentiality - can't release names need to know. Framework - etc. Initiates for</i> <i>Communicate. GEP - clear communication. Phone call.</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4 <i>frame work support for parents etc.</i>
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☒ 1

☒ 22 / 24

☒ 23

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	<u>Lester Jensen</u>	Position Applied for	<u>Gifted Ed</u>
Areas of Certification	<u>Music Ed (3 states, 8 yrs. experience)</u>		
Name of Interviewer	<u>Kurt Meador</u>		
Date of this Interview	<u>5-3-04</u>		

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:	<p><i>Standards - use as a guide. Assessment - individual projects lets you know where students are.</i></p> <p><i>High Quality - expectations. Take their interest & expand upon it. Teacher facilitator & motivator to reach stud. potential.</i></p>				
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:	<p><i>Class Mgt. - establish respect - student input for rules/expectations</i></p> <p><i>Effective model - Bloom's Taxonomy, other models supported by Bloom.</i></p> <p><i>Methods of Instruction - Critical thinking skills, research based, menu of topics, creativity skills, leadership skills.</i></p>				
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:	<p><i>Technology - power point, Arita, use of Allegany College.</i></p>				

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	2 3
COMMENTS: <i>Working on Master's in Gifted ed. online Missouri. 2 years left in program. Adjust teaching at colleges in the area. Integrity - students can develop guidelines. Confidentiality - trust relationships, files confid. Communication - phone calls, letters. Family Night before school starts.</i>					
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 / 1

20 / 24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Amy Szalewicz</u>	Position Applied for <u>Elem / Early Childhood (working on master's)</u>
Areas of Certification <u>Elementary Early Childhood</u>	<u>in Reading</u>
Name of Interviewer <u>3-4-04</u>	
Date of this Interview	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Demonstrated in portfolio the components of Bal. Lit. Focused on writing workshop + diff genres.</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>School-wide discipline Activities for incentives.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>mult. intelligences Individual needs Running Records Observations Look at work to decide what to work on. Mentored PSSA focus Rubric</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Masters - considering doctorate</i> <i>Integrity - ?</i> <i>Conf - not releasing info - as needed</i> <i>team work - working together.</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>Asked about feasibility study - reduction of programs?</i> <i>Newsletter to parents - portfolio</i> <i>Checklist sent home to parent every 2 weeks. - Portfolio</i> <i>Homework activity lists - portfolio.</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 /1

24 /24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Bob Baaylak</u>	Position Applied for <u>(2 classes shy of master's) (Psych-degree)</u>
Areas of Certification <u>Elem. Ed.</u>	
Name of Interviewer <u>3-11-04</u>	
Date of this Interview <u>3-11-04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Need organization - mentioned most aspects. Not leveled reading. Center - Ongoing assessment. Natural & obvious operation of tdy. Standards - mentioned main - unsure of others</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Proactive & partnership w/ parents. Communicate w/ parents. Tch/st. partnerships - Fun & interactive. Diversity of students calls for wide array of activities. Individual needs.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Informal assessment - observation. Ongoing - make decisions based on. Address diff. ling. styles. Referred to Rubrics (not by name) (implied) Implied Differentiated Instruction.</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>2 classes shy of Masters in Elem Ed. Interested in research in the district. Seeks answers from others. Interested in Admin. Teamwork - cooperation - learning from each other best interest of child. Integrity - responsibility, honor, trust - professionalism.</i>					
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/PERSONALITY/COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 /1

22 /24

(23)

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>masters in Reading - looking forward. Learned more in last 1 1/2 yrs. than all of college. Self read. Continuous Integrity - Be true to who you are, sound behind. Confid - mentioned Par, tech/Students Team work - work w/ title I teacher + grade level, adm etc</i>					
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>well organized - both portfolio + thoughts. Withitness - always knowing what's going on around you.</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0/1

24/124

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <i>Tammy Foster</i>	Position Applied for
Areas of Certification <i>Elem. Ed.</i>	
Name of Interviewer 	
Date of this Interview <i>3-11-04</i>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Centers, Writing WS, Read Alouds, Book Talk Narratives, make it meaningful to stud. Incorporate standards. Standards. Rdg/Writ/Sci/ & SS.</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>- Physical arrangements. Centers not distracting. Demeanor.</i> <i>- Different Long. Styles. Know levels of students through assessments.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>- portfolios, oral reports, etc.</i> <i>- vary methods. Comfortable atmosphere</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>master degree.</i> <i>Role model</i> <i>Integrity - honesty & values.</i> <i>Carl - respect privacy - don't talk in teacher lounge, etc.</i> <i>Teamwork - cannot reach goal by self. - parent & other leaders.</i>					
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 /1

21 /24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Lisa Taormino</u>	Position Applied for <u>Elem Ed (finishing masters)</u>
Areas of Certification <u>3-4-04</u>	
Name of Interviewer <u>3-4-04</u>	
Date of this Interview <u>3-4-04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Analyze stud. needs - individual instruction. ability grouping</i> <i>Every area standards.</i> <i>PSSA Standards - based ^{all} lessons on.</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Proactive + positive expectations - explain why.</i> <i>Base things on individual needs. to develop fairness.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Formal/Informal. Base instruction (changes in) on assessments.</i> <i>Various instructional approaches.</i> <i>Whole group, then small group.</i> <i>Integrating curriculum.</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Interested in Reading Specialist. Team teaching referred to. Teamwork - co planning. Conf. - do not divulge names or incident IEP integrity - proud, be best you can be.</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>Understands PSA/standards well.</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 /1

24 /24

(24)

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <i>Mark Weathers</i>	Position Applied for
Areas of Certification <i>Elem. Ed.</i>	
Name of Interviewer 	
Date of this Interview <i>3-11-04</i>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Shared reading, guided reading (small table), Word wall</i> <i>Standards - Don't know - every subject</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Room arrangement - involve children in decorating</i> <i>High expectations - Busy, actively engaged room.</i> <i>Peer mediation / conflict resolution. Hands on. Posted discipline.</i> <i>Don't embarrass. Sequential hierarchy.</i> <i>Deal w/ parents. Lead by example.</i> <i>Small groups - flexible groups. Adaptations & assessments.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>- Formal to drive curriculum.</i> <i>Inf. - Various</i> <i>- use title people, practice assessments. Eligible content info.</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Wants to start Masters program. Workshops - (writers ws, Perf. task writing, etc...) grade level WS. Life long learner. Integ. * Belief system - higher standard. Confid. * Don't talk about kids - or other [Team - crucial, plan together - get together right after school]</i>					
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4 <i>Student's part of team</i>
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 /1

23 /24

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EMPLOYMENT INTERVIEW ANALYSIS

<p><u>Chad DuPont</u></p> <p>Name of Applicant</p>	<p>Position Applied for</p>
<p><u>Elem. Ed.</u></p> <p>Areas of Certification</p>	
<p>Name of Interviewer</p>	
<p><u>3-19-04</u></p> <p>Date of this Interview</p>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
<p>COMMENTS: <i>Read/writ/sptg/list. using chapter books/grouping. Finish w/ a project. Real life connections. Text to text comparisons.</i></p> <p><i>- Long Arts/math / Unfamiliar.</i></p>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
<p>COMMENTS: <i>- Set ground rules first day w/ classroom student input. Consistency. Fairness.</i></p> <p><i>- Group work - team lower end w/ better ability. Knowing group dynamics of class.</i></p>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
<p>COMMENTS: <i>- Formal Quizzes/Tests, final.</i></p> <p><i>- Informal - Portfolio to show growth over a period of the year.</i></p> <p><i>- Methods - Variety, concrete visuals, cover objectives. Use a variety of literature, Teacher recommended books.</i></p>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Wants principal papers. Int - How you conduct self. Honestly. Demeanor. Team work - works w/ peers, exchange ideas, teach lessons for each other. Look at grades above & below. (4th grade) Conf - Keeping things to self. No grasp.</i>					
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ 1 /1

☒ 24 /24

25

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EMPLOYMENT INTERVIEW ANALYSIS

<i>Danielle Morris</i> Name of Applicant	Position Applied for
<i>Elem. Ed.</i> Areas of Certification	
Name of Interviewer	
<i>3-19-04</i> Date of this Interview	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<i>4</i>
COMMENTS: <i>- Rdy. Writ, ltr. spky. Workshop, minilessons, writing prompts. Student free writing. Literature - leveled. Word walls.</i> <i>- All standards - utilized Rdy./writ/make in CCSD.</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<i>4</i>
COMMENTS: <i>- Develop rules of student input. Responsive classroom - reteaching, modeling.</i> <i>- Assess for levels, individual needs. Tracking progress.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<i>4</i>
COMMENTS: <i>Very formal/informal PSSA/literature no collaboration to see where they are based on the norm</i> <i>Methods - Rdy./writ workshop Balanced approach - active participation center</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Masters - undecided major - possibly reading follow district initiatives</i> <i>Int - honesty, strong beliefs</i> <i>Conf - respect students (HSPAA)</i> <i>Team - collaboration flexibility enthusiastic</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 / 11

24 / 24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Meghan Porter</u>	Position Applied for <u>Early Childhood / Elem. ed.</u>
Areas of Certification <u></u>	
Name of Interviewer <u></u>	
Date of this Interview <u>3-4-04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
COMMENTS: ² <i>Listening Center. Reading Centers, daily mentioned SSR. Color coded books (could not mention Accelerated Reader) Likes the points as motivation for</i> ¹ <i>Standards: Math, Lang. Arts, Health + Sci, (And about them only)</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
COMMENTS: ² <i>Described physical layout of classroom. Daily routines. Communicating w/ parents if felt necessary. Journal writing w/ parents.</i> ³ <i>multiple intelligences. Howard Gardner. Individual Needs. Various activities.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
COMMENTS: <i>Multiple Portfolios - Informal Assess Criteria formal? allow enough time for proficiency</i>					

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: <i>Wants to get Master's Possibly Special ed. certificate? Teamwork - working w/ other teachers/faculty, despite differences. Confidentiality - Keep to self. Not even w/ another faculty member. Integrity - Give it your all.</i>					
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	2
COMMENTS: <i>Some grammar weaknesses - went/gone a/an had wrote</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 /1

14 /24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <i>Lori Carr</i>	Position Applied for <i>Elem Ed. minor in Spanish</i>
Areas of Certification 	
Name of Interviewer 	
Date of this Interview <i>3-19-04</i>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	- 4 blocks - Rdy (with) list combined. Performance task w/ rubric. Read aloud exposing new text. Indep. reading. AR tests. - Standards - Rdy. Math, Sci, SS Math a lot, but not approved yet?				
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	- Stress the positives - work toward earning rewards. Student input in designing rules. Believe Believes she has good rapport & class mgt. - Look at IEP's inclusion - meet their needs.				
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	- Informal - big class w/ a web & discuss background knowledge. KWL chart. Bell ringers. Formal - after a unit of study - not necessarily a test. Can be alternative to written. (Project) - Hands on - math manipulatives, projects in class. Practice PSSA Open ended questions every week.				

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: <i>- Wants to go back to school to focus on an area that she ends up in.</i> <i>- Teamwork - all on same page, team teaching, use each other as resources.</i> <i>- conf. - can talk about your students. Stay in classroom.</i> <i>Int. - worth a value</i>					
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 /1

23 /24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Cheryl Krachkowski</u>	Position Applied for <u>Elem. Ed.</u>
Areas of Certification 	
Name of Interviewer 	
Date of this Interview <u>3-11-04</u>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Mentioned most components. Standards - mentioned but rarely all implemented</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Discipline plan in portfolio - procedure includes positive reinforcement (motivation) & consequences for neg. Learning style differences</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Discussed informal assessment: Authentic + performance assessments. plan lessons around standards. Talked about rubrics</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Interested in Technology - Master's (wants to)</i> <i>Teamwork - dialogue constantly. Share what you are doing - Cross</i> <i>Confidentiality - w/ parents as well as educators. - lev</i> <i>Integrity - confidently speaking.</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☒ /1

22 /24

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EMPLOYMENT INTERVIEW ANALYSIS

<i>Jennifer Stephanie</i> Name of Applicant	<i>K teacher</i> Position Applied for
<i>Early Childhood + Elem. Ed.</i> Areas of Certification	
<i>Kurt R Meader</i> Name of Interviewer	
<i>9-24-04</i> Date of this Interview	

Day care + TSS work.

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Bal. Lit - Read alouds, Library for independent reading, guided reading (left to right), Involve parents w/ reading Standard - Every area </i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Classroom mgt. - set tone from 1st day. Develop community follow through equitable Ling. - variety of assessments. authentic performance tasks. </i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Vary assessments</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Continue ed. (master's degree) - workshops + anything to develop skills.</i> <i>Integrity - honesty, set goals</i> <i>Team - professionalism, work w/ team for students</i> <i>Confid. - HIPAA eg. Crucial to avoid embarrassment.</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ /1

☐ 21 /24

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